

COMPLETION & WORKFORCE OUTCOMES

FOR MISSOURI APPRENTICES

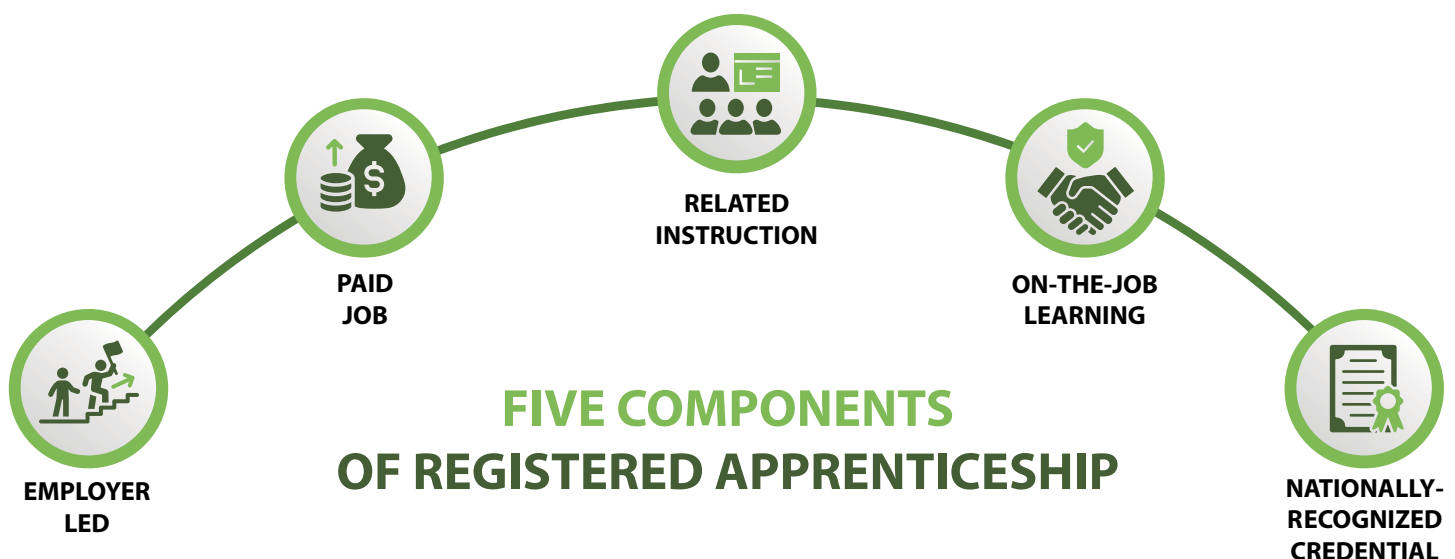




INTRODUCTION

Registered Apprenticeships are an industry-driven, high-quality career pathway in which workers can obtain paid work experience, classroom instruction, and a transferable credential while employers develop and prepare their future workforce. Apprenticeships grow the economy, help employers develop and retain talent in high-demand occupations and industries such as health care, construction and information technology, and empower workers with the skills and education needed for success.

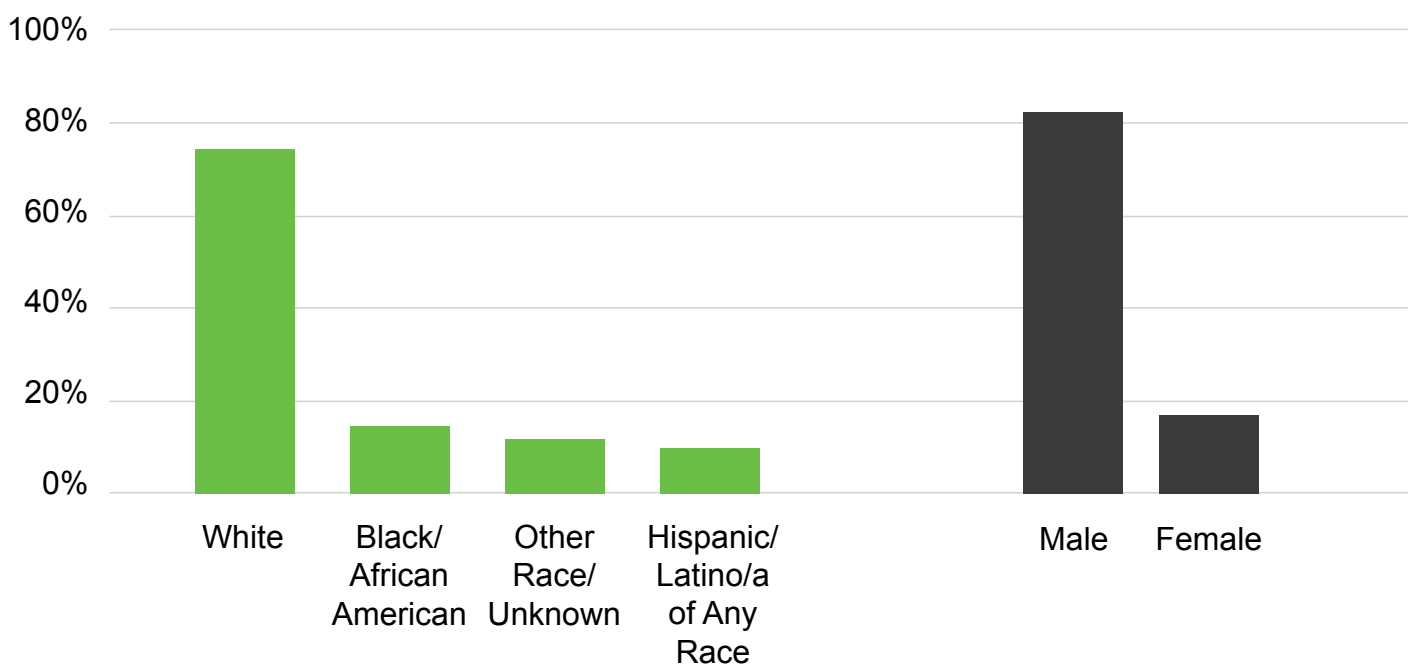
Apprenticeships are registered with the U.S. Department of Labor (USDOL) and coordinated in Missouri by the Department of Higher Education and Workforce Development (MDHEWD). Prospective apprentices and program sponsors can learn more on the [Apprenticeship Missouri website](#). Missouri has been among the best in the nation in recent years in encouraging and supporting registered apprenticeships. In federal fiscal year 2025, Missouri had 22,398 active apprentices, 12,182 new apprentices, and 5,112 completers across 332 active program sponsors (according to [federal reporting](#) as of April 15, 2026).



DEMOGRAPHICS

Apprentices represent a cross-section of Missourians. Over the past 10 years (calendar years 2016-2025), 75.7 percent of Missourians who started an apprenticeship (including completed, canceled, and currently registered) were white, 13.4 percent were Black/African American, 10.9 percent were of another race or unknown, and 7.8 percent were Hispanic of any race. During the same period, 81.7 percent were male and 18.3 percent were female.

DEMOGRAPHICS OF APPRENTICES, 2016-2025

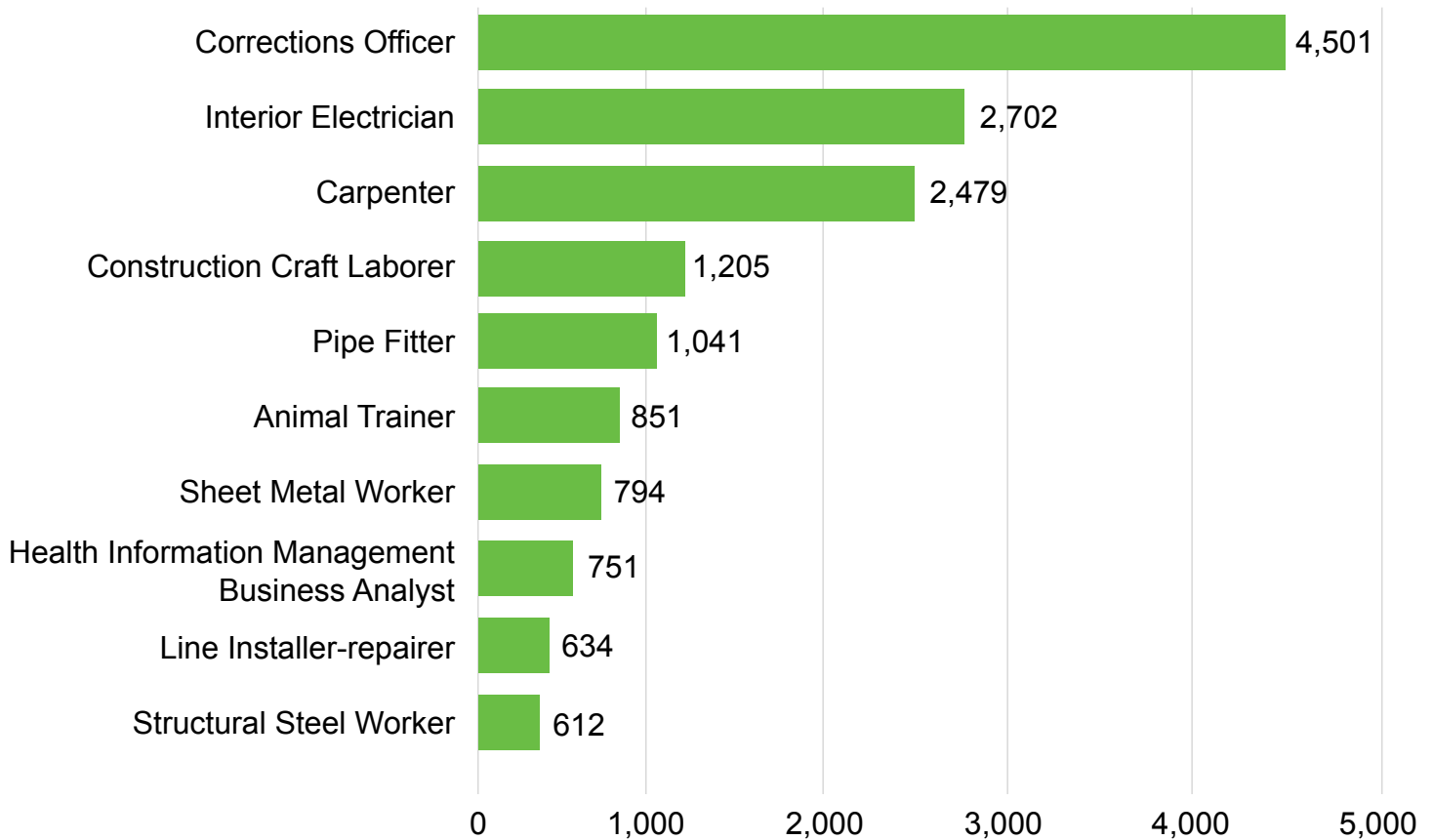


For education level, 69.3 percent began their apprenticeship with a high school diploma or less (excluding apprentices whose educational attainment was unknown), and 7.5 percent reported a bachelor's degree or higher. The median age at registration was 26, although 25.6 percent were 35 or over. Veterans and veteran-eligible individuals made up 7.3 percent of Missourians who started an apprenticeship in CY 2016-2025, while 2.5 percent were disabled.

TOP OCCUPATIONS

Occupations can be reported for the apprenticeship itself, but not for later employment. Because Missouri's Unemployment Insurance (UI) wage records do not include occupation, follow-up analysis cannot determine whether individuals remained in the field in which they trained. Top occupations for completers in CY 2016-2025 included corrections officers (4,501), interior electricians (2,702), carpenters (2,479), construction craft laborers (1,205), and pipe fitters (1,041). Less traditional apprenticeship occupations included animal trainers (851, including Puppies for Parole), health information management business analysts (751), and computer desktop support technicians (308).

TOP COMPLETIONS BY OCCUPATION, 2016-2025



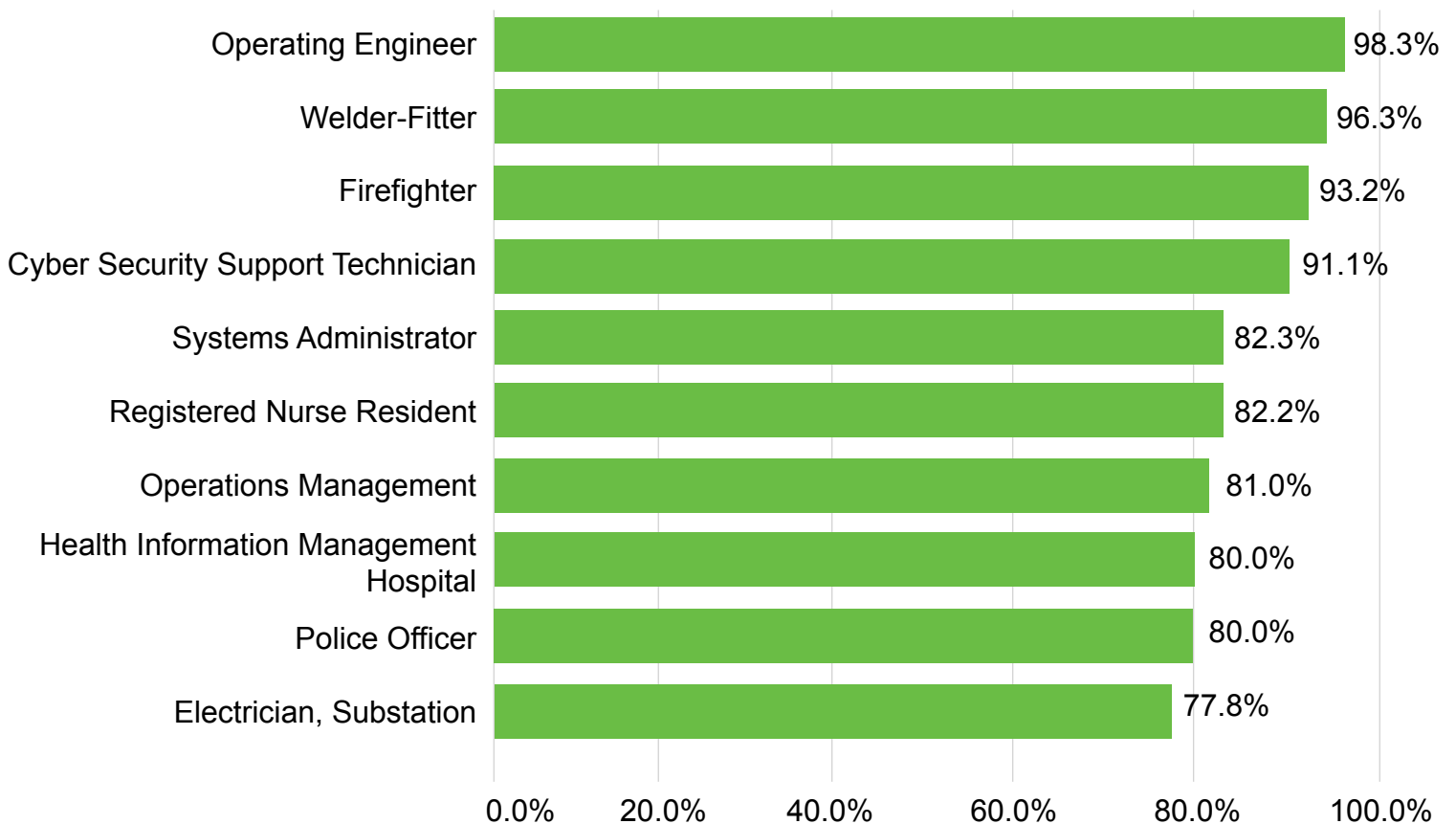
Completers in CY 2016-2025 also included 235 youth apprentices. Top occupations included welders (56), automotive technician specialists (26), nurse assistants (18), network support techs (16), production technologists (15), and IT generalists (13).

COMPLETION RATES

Completion rates are calculated by dividing the number of completions by the total number of completed and canceled apprenticeships. Currently registered or active apprenticeships are not included. This is not a cohort-based rate or a measure of on-time completion. Using this simple method for CY 2016–2025 (based on start date), 36.3 percent of apprenticeships were completed. This is comparable to a widely cited [2021 USDOL report](#) showing completion rates below 35 percent across racial and ethnic groups. Veterans or veteran-eligible apprentices in Missouri completed at a slightly higher rate (37.8 percent).

Over the 10-year period, occupations with at least 25 total apprentices that had the highest completion rates were operating engineers, welder-fitters, firefighters, cyber security support technicians, and systems administrators. A completion rate of under 10 percent was reported for several other occupations, including interior carpenters, cooks, roofers, surgical technologists, and dry cleaners.

COMPLETION RATES BY OCCUPATION, 2016-2025



EMPLOYMENT AND WAGES

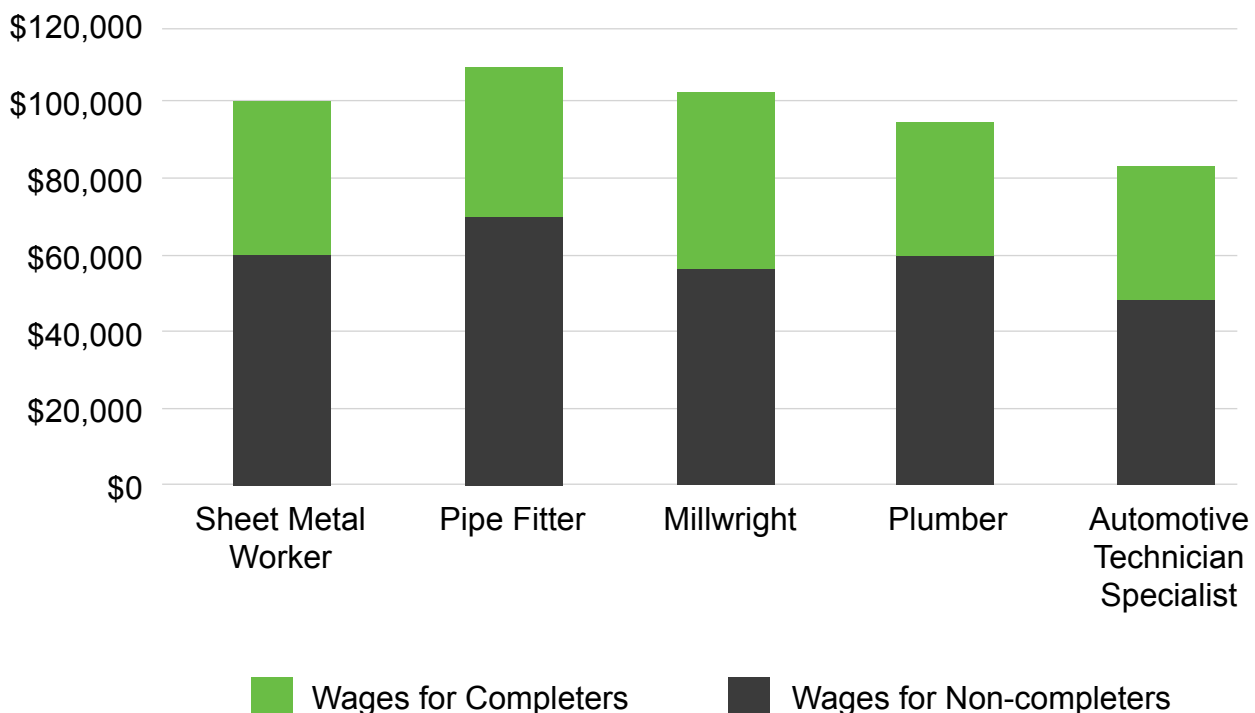
Missourians experience strong wage growth after completing an apprenticeship. Completers are also more likely to remain employed than non-completers, with the caveats associated with Missouri UI wage data (see Data Sources). Top-earning apprenticeships five years after completion included substation electricians (\$147,199), welder-fitters (\$142,479), maintenance machine repairers (\$122,211), maintenance electricians (\$120,535), and line installers (\$116,244).

Occupations that resulted in strong wage growth during the first five years after completion included automotive technician specialists (+51.9 percent), assembler-installers (+41.5%), maintenance mechanics (+38.2%), animal trainers (+37.4%), and corrections officers (+31.3%).

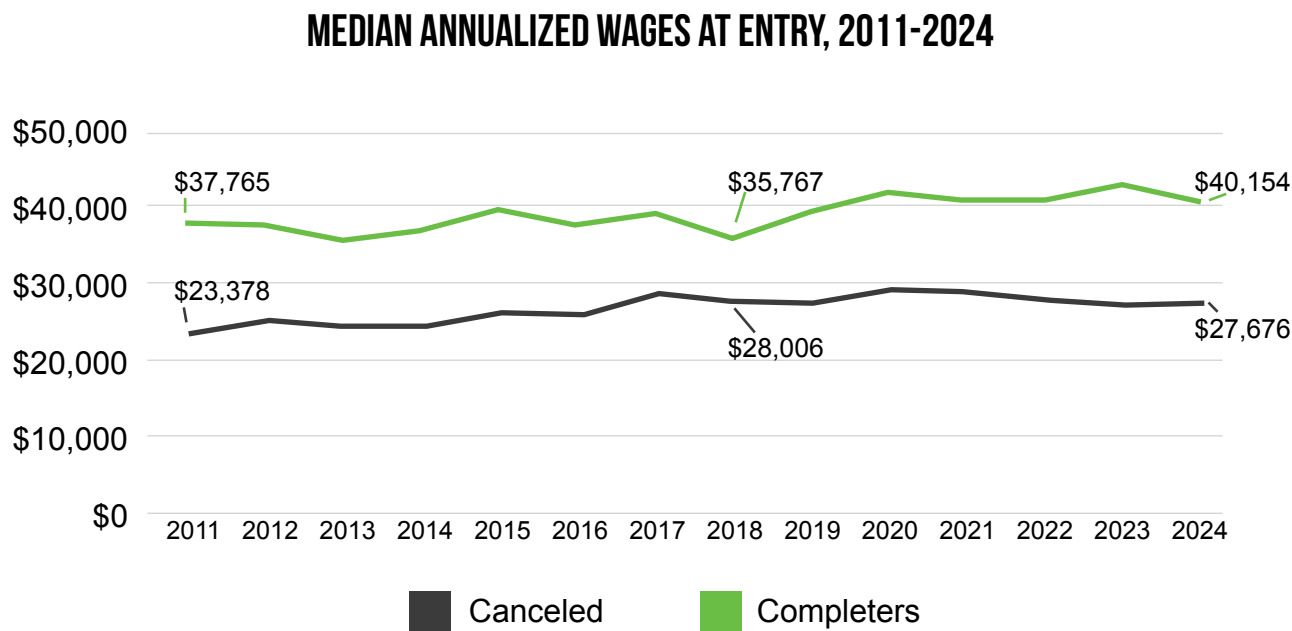
These occupations reflect the fields in which individuals originally apprenticed (regardless of whether they remained employed in them), had at least 25 apprentices continuously employed post-exit in the same industry, and involved apprentices who exited between 2010 and 2019. Wages are annualized, meaning the median quarterly wage for the post-exit year is multiplied by four, and are inflation-adjusted to December 2024.

Even in high-earning occupations, wages were still generally higher for Missourians who completed their training. Sheet metal workers earned \$42,469 more in median annualized wages at five years post-exit than their non-completing counterparts, similar to pipe fitters (+\$42,332), millwrights (+\$41,481), plumbers (+\$35,790), and auto techs (+\$26,946).

COMPLETION PREMIUM - ANNUALIZED WAGES 5-YEARS POST-EXIT



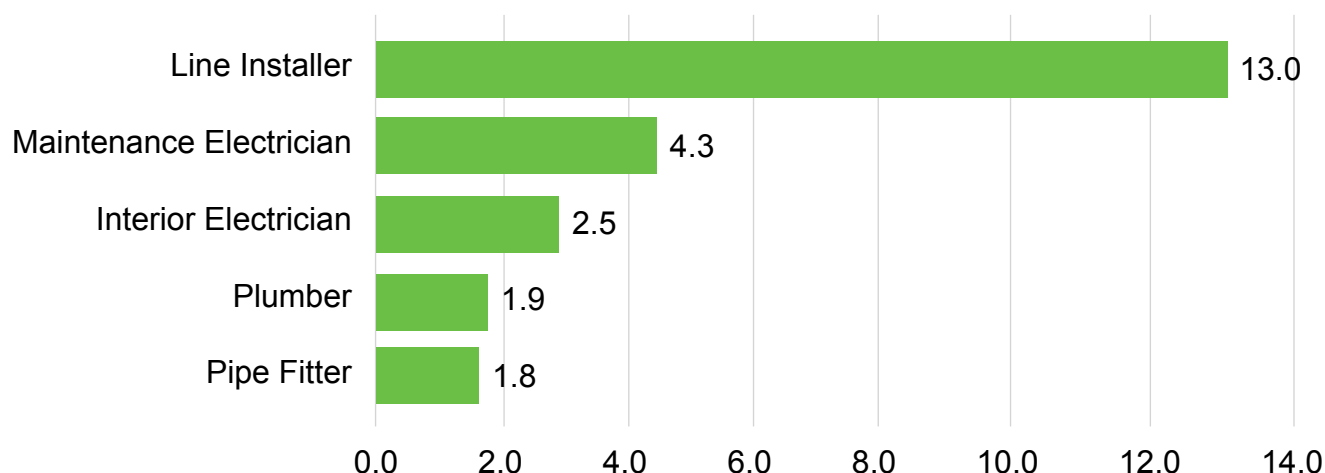
Wages earned during the apprenticeship may also influence completion rates. In 2024, completers earned a median inflation-adjusted annualized wage of \$40,154 in their starting year, compared to \$27,676 for those who did not complete. This pattern varies across occupations.



The UI wage record includes the industry in which an apprentice was employed post-exit. Although industries encompass many occupations, those in which completers earned the highest wages five years post-exit included hydroelectric power generation (\$131,567), electric power distribution (\$123,731), nonresidential plumbing and HVAC (\$106,341), sheet metal work and manufacturing (\$103,784), and power and communication line work (\$102,030).

In addition, Missourians who completed an apprenticeship were employed more consistently and continuously than those who exited before finishing their training. Line installers (e.g. high-voltage electrical and telecommunications) who completed an apprenticeship were employed for a median of 13 years continuously post-exit (UI wage data were analyzed through 2024, the last complete calendar year available at the time of the analysis). Line installers were an outlier, but other occupations with strong retention included maintenance electricians (4.3 years) and interior electricians (2.5 years). In contrast, non-completers had a median post-exit continuous employment of fewer than 1.5 years in all occupations in the same period. Occupations reported are those for which at least 25 apprentices were found continuously employed post-exit (for all quarters in the same industry), and who exited their apprenticeship between 2010 and 2012.

MEDIAN CONTINUOUS EMPLOYMENT FOR COMPLETED APPRENTICES, POST-EXIT (YEARS)



In total (non-continuously), Missourians who completed an apprenticeship between CY 2010 and 2019 were employed for a median of 88.5 percent of possible quarters post-exit through fourth quarter 2024, while non-completers were employed for a median of 58.1 percent of possible quarters.

COLLEGE ENROLLMENT

Registered apprentices also pursue other educational pathways, including college enrollment, to build skills and reach personal and professional goals. Registered apprenticeship records were also joined to postsecondary fall enrollment data collected from Missouri public colleges and universities to better understand how apprentices had interacted with traditional postsecondary education prior to, concurrent with, or following their apprenticeship. About 17,200 of the apprentices in the available data (about 9.3 percent) were also found to have enrolled in a public Missouri two- or four-year postsecondary institution between fall 2010 and 2024. One-third of enrolled students apprenticed as carpenters or interior electricians. Analysis excluded enrollees who were reported as currently enrolled in high school, e.g. dual credit.

Of those, 76.3 percent were found to be enrolled in a community college or other two-year institution, possibly because of their technical focus. Nearly 67 percent were pursuing an associate degree, while 5.5 percent were pursuing a shorter-term undergraduate certificate.

Among all college-enrolled apprentices, 74.9 percent were enrolled prior to starting their apprenticeship, 7.4 percent were concurrently enrolled, and 17.8 percent were enrolled post-exit. These enrollments exclude apprentices with a Missouri college or university as their program sponsor.

P20W

P20W is an ongoing effort in Missouri to develop a statewide longitudinal data system linking data from (P)reschool/early childhood through K-12 education and all avenues of postsecondary education and training (Grade 20) into the (W)orkforce. P20W is coordinated by MDHEWD in collaboration with its state agency partners and will build on over a decade of ad hoc work by state agencies and key external stakeholders.

The purpose of P20W data systems is to allow stakeholders to use existing data, de-identified for privacy and confidentiality, to better understand pathways, programs, and policies that support the education-to-workforce journey. Users will be able to answer research questions and study issues that require cross-sector data, such as factors supporting successful transitions from early childhood to K-12 to higher education and training programs and into the workforce, or the impact of social services and other programs on success in education and training or workforce participation. The public will also have new tools to make informed decisions about education and training pathways, program outcomes, and career choices. P20W presents a new opportunity for better understanding of apprenticeship outcomes in Missouri.

DATA SOURCES

The P20W Research and Data team receives data from the USDOL Registered Apprenticeship Partners Information Data System (RAPIDS) on state-registered apprenticeships, program sponsors, and employers. Data reported here, last updated in February 2026, are a snapshot based on historical data and may differ from data reported by USDOL, which are updated continuously and also include nationally registered programs operating in Missouri.

The current data set consists of apprentices who could be successfully joined to a known program sponsor record and whose current status was registered (active), completed, or canceled. The current data set for purposes of this analysis includes approximately 200,600 individual apprenticeships. The vast majority (over 99 percent) started their apprenticeship in 1990 or later, and about 72 percent had a reported Social Security Number (SSN), which is anonymized in the P20W database and is required for wage matching. Apprentices without a reported SSN are included in other counts and rates. Unless otherwise noted, all results, counts, and rates also exclude a discontinued Department of Corrections Offender Training Program, although other apprenticeships for justice-involved individuals are included.

Wage and employment outcomes are reported by joining apprenticeship records to quarterly UI wage data collected by the Missouri Department of Labor and Industrial Relations (DOLIR). UI data includes workers employed in Missouri, and excludes self-employment and independent contractors, military and federal employees, religious and other tax-exempt nonprofit organizations, and certain other ineligible occupations. Wages reported by eligible employers include all wages paid to an individual in the quarter and could include overtime or bonuses.

Postsecondary fall enrollment data are reported annually by public Missouri colleges and universities via MDHEWD's Enhanced Missouri Student Achievement Study (EMSAS) system. The P20W data system currently includes enrollment data from fall 2010 to 2024. Year-round end-of-term registration and completion data are also reported and will support additional analysis in the future.

CONCLUSION

Apprenticeships are an important and growing education-to-workforce pathway in Missouri, and a rewarding option for individuals seeking to build their skills and succeed in a changing economy. Apprenticeships prepare Missourians for a diversity of high-paying occupations, from traditional trades-focused programs to information technology, health, and first response. Apprenticeships are a vital component in growing the talent pipeline across the state.

Overall completion rates for apprenticeships in the past decade averaged 36.3 percent, which is comparable to national reporting. Some occupations completed at a much higher rate, however, including operating engineers, welder-fitters, and firefighters. Missourians who completed their apprenticeships also moved into higher wages and steady employment and gained a wage premium over non-completers. Substation electricians earned a median annualized \$147,199 at five years post-completion, and line installers were continuously employed in the same industries for a median of 13 years. In addition, apprenticeships complement other education and training programs. About 9.3 percent of apprentices were also enrolled in a public Missouri college or university — mostly at community colleges or other two-year institutions — and others likely pursued additional education at private institutions, out of state, or through technical providers for which data were unavailable.

Missouri's P20W Research and Data system provides new opportunities to better understand program outcomes across sectors that couldn't previously be linked. The P20W team will continue to work with its partners to research and share new insights to help Missourians make the most informed choices on their education-to-workforce journey.



TO LEARN MORE ABOUT P20W,
VISIT [**MERIC.MO.GOV/P20W**](https://meric.mo.gov/p20w)



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